## EXHIBIT 1

Participal Participal Street Downers Grove, IL 60515	Case 1:07-cv-07095 Document 25-	Filed 12/18/2		ge 2 01 3 of 107:	
Billinois Department Of Human Rights   and EEOC	_	Charge Pres	ented To: Age	ancy(ies) Charge No(s):	
State or local Agency, E my  As. Kathryn M. Lakeberg  Chy, State and ZiP Code  Chy, State and Zi		This form is affected by the Privacy Act of 1974. See enclosed Privacy Act Statement and other information before completing this form.		210-2005-03781	
Lance County of the County of	Illinois Department Of I	luman Rights		and EEOC	
Ms. Kathryn M. Lakeberg  City, State ang 2P Code  City, State and 2P Code  No. Employees. Members  Phone No. (Incided Area Coc  (630) 528-2116  City, State and 2P Code  No. Employees. Members  Phone No. (Incided Area Coc  (630) 528-2116  City, State and 2P Code  No. Employees. Members  Phone No. (Incided Area Coc  (630) 528-2116  City, State and 2P Code  No. Employees. Members  Phone No. (Incided Area Coc  (630) 528-2116  City, State and 2P Code  No. Employees. Members  Phone No. (Incided Area Coc  (630) 528-2116  City, State and 2P Code  No. Employees. Members  Phone No. (Incided Area Coc  (630) 528-2116  City, State and 2P Code  No. Employees. Members  Phone No. (Incided Area Coc  (630) 528-2116  City, State and 2P Code  No. Employees. Members  Phone No. (Incided Area Coc  (630) 528-2116  City, State and 2P Code  No. Employees. Members  Phone No. (Incided Area Coc  (630) 528-2116  City, State and 2P Code  No. Employees. Members  Phone No. (Incided Area Coc  (630) 528-2116  City, State and 2P Code  No. Employees. Members  Phone No. (Incided Area Coc  (630) 528-2116  City, State and 2P Code  No. Employees. Members  Phone No. (Incided Area Coc  (630) 528-2116  City, State and 2P Code  No. Employees. Members  Phone No. (Incided Area Coc  (630) 528-2116  City, State and 2P Code  No. Employees. Members  Phone No. (Incided Area Coc  (630) 528-2116  City State and 2P Code  No. Employees. Members  Phone No. (Incided Area Coc  (630) 528-2116  City State and 2P Code  No. Employees. Members  Phone No. (Incided Area Coc  (630) 528-2116  City State and 2P Code  No. Employees. Members  Phone No. (Incided Area Coc  (630) 528-2116  City State and 2P Code  No. Employees. Members  Phone No. (Incided Area Coc  (630) 528-2116  City State and 2P Code  No. Employees. Members  Phone No. (Incided Area Coc  (630) 528-2116  City State and 2P Code  No. Employees. Members  Phone No. (Incided Area Coc  (630) 528-211	<del></del>	if any	Many Physic No. 75-st Ass	- Angel   But a Angel	
Chy. State and ZIP Code				*	
intered in the Employer, Labor Organization, Employment Agency, Appendicable Committee, or State or Local Government Agency That I Besieve interest and Agency May or Others. (If more than Not. Ital under PARTICULARS bulow.)  Interest PARCEL SERVICE  City, State and ZIP Code  The Employees, Members  Those Not. (Include Area Code)  The Employees, Members  Phone Not. (Include Area Code)  The Employees, Members  Phone Not. (Include Area Code)  The Employees, Members  The Entert Code  The Employees, In that I was suspended on or about Julies 8, 2004, for misdeliveries while maile divers while maile they are not been suspended: a male differ who does a split—off with my route is allowed to plock the packages he will deliver; on February 22, 2005 I was questioned about punching out after an 8-hour day while I was employed on March 7, 2005 for customer complaints while several male differs with numerous customer complaints while several male differs and in the life bove charge and that it is true to th	Street Address City, State at	vý ŽIP Code			
INCERNINATION BASED ON (Check appropriate face) on the properties and properties		Committee, or State	or Local Government Ar	pency That I Believe	
INITED PARCEL SERVICE  City, State and ZIP Code  City, State and ZIP Code    Mo. Employeeux, Members   Phone No. (Include Anive Code	Discriminated Against Me or Others. (If more than two, list under PARTICULARS I		<u></u>		
City, State and ZIP Code    No. Employees, Members   Phone No. (Include Area Dod   Phone No. (In				l	
The Address  City, State and ZIP Code    Code   Cod		nd ZIP Code		1000) 023-2110	
DATE(S) DISCRIMINATION BASED ON (Check appropriate box(rep.))    RACE	50 Lombard Road, Addison, IL 60101				
INCOMMINATION BASED ON (Check appropriate travious).    RACE	lame .		No. Employees, Members.	Phone No. (Include Area Code	
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RETALLATION   AGE   DISABILITY   OTHER (Specify below.)   DS-30-2004   03-07-2005   CONTINUENS ACTION	TRACE COOR V SEX RELIGION C	NATIONAL ORIGIN	Earliest	Letest	
It was employed by Respondent since April, 1989. My most recent position was Package Car Driver. For the last couple of years, I have been subjected to different terms and conditions of employment than male employees, in that I was suspended on or about June 8, 2004, for misdeliveries while male drivers with multiple misdeliveries have not been suspended; a male driver who does a split-off with my route is allower to pick the packages he will deliver; on February 22, 2005 was questioned about punching out after an 8-hour day while two males who punched out before me after 8 hours were not questioned; and I was terminated of March 7, 2005 for customer complaints while several male drivers with numerous customer complaints against them remain employed.  I believe, have been discriminated against because of my sex, female, in violation of Title VII of the Civil Rights Act of 1964, as amended.  PECEIVED FÉOC  Waster the charge filed with both the EEOC and the State or local Agency, It arry, will advise the spendies II change my address or phone number and I will advise the spendies II change my address or phone number and I will advise the spendies II change my address or phone number and I will advise the spendies II change my address or phone number and I will advise the spendies II change my address or phone number and I will advise the spendies II change my address or phone number and I will advise the spendies II change my address or phone number and I will advise the spendies II change my address or phone number and I will supported tally with them in the processing of my charge in accordance with their spendies and that It is true to the best of my kind my advised the above charge and that It is true to the best of my kind my advised the above charge and that It is true to the best of my kind my advised the above charge and that It is true to the best of my kind my advised the above charge and that It is true to the best of my kind my advised the above charge and that It is true to the best of my kind my adv	5-30-2004 03-07-2005				
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will edvise the agencies it I change my address or phone number and I will cooperate fully with them in the processing of my charge in accordance with their procedures.  I swear or affirm the have read the above charge and that it is true to the best of my known and belief.  SIGNATURE OF OF LAINANT  SUBSCRIBERED  Mar 25, 2005  WATELIAM M. JAKELICE.  SUBSCRIBERED  (month, fig. SWORN TO BEFORE ME THIS DATE (month).		otro			
Mar 25. 2005  Ma	will advise the sgencles II I change my address of phone number and I will change my address of phone number and I will their congresses the will their leading to the processing of the change of the phone in address of the phone in address of the phone in address of the phone in the phone i	tenthin	There read the above of	harna and the Color	
Mar 25. 2005 KATILIAM CAKELLE (month, f	declare under penalty of perjury that the above is true and correct.	HE best of my kny	NANT	eliet.	
** 5 · · · *	Mar 25, 2005 4 11 11 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1		IN TO BEFORE ME THIS DA	ATE	

## **Equal Employment Opportunity Commission**

## DISMISSAL AND NOTICE OF RIGHTS

To: Kathryn M. Lakeberg 4909 Cross Street Downers Grove, Illinois 60515

7001 1940 0003 8829 2336

Copy of Charge cc: Respondent(s)

United Parcel Service

From: Chicago District Office

**Equal Employment Opportunity Commission** 500 West Madison Street, Suite 2800

Chicago, Illinois 60661-2511

[	)		on aggrieved whose identity is 29 CFR § 1601.7(a))		
-	Charge No. EEOC Representative			Telephone No.	
2	210-2005-03781 Andrew Daley, Investigator		Andrew Daley, Investigator	(312) 886-7495	
YOUR	CHA	ARGE IS DISMISSEI	FOR THE FOLLOWING REASON:	(See the additional information attached to this form.)	
ľ	]		e fail to state a claim under any of the statutes enforced	by the Commission	
[	]		s less than the required number of employees:		
1	1	• • •	• • • •	oo long after the date(s) of the discrimination you alleged to	
ı	J			law, the Commission cannot investigate your allegations.	
[	]	otherwise refused to		to be available for necessary interviews/conferences, or unable to resolve your charge. You have had more than 30 days	
Ţ	1		is made reasonable efforts to locate you and has been usent to your last known address.	nable to do so. You have had at least 30 days in which to	
1	1		made a reasonable settlement offer which affords full a received actual notice of this settlement offer.	relief for the harm you alleged. At least 30 days have	
[ 7	<b>(</b> )	that the information		mission's investigation, the Commission is unable to conclude es not certify that the respondent is in compliance with the las having been raised by this charge.	
ί	]	Other (briefly state)	· · · · · · · · · · · · · · · · · · ·	· · · · · · · · · · · · · · · · · · ·	
			- NOTICE OF SUIT RIGH	TTS -	
[ ]	<b>(</b> )	Title VII and/or th	e Americans with Disabilities Act: This is your NOT	TICE OF RIGHT TO SUE, which terminates the	
		Commission's proc	essing of your charge. If you want to pursue your char District Court. If you decide to sue, you must sue Y	ge further, you have the right to sue the respondent(s) named in <u>VITHIN 90 DAYS</u> from your receipt of this Notice; otherwise	
Į	]	Age discrimination	in Employment Act: This is your NOTICE OF DISI	MISSAL OR TERMINATION, which terminates processing	
		of your charge. If	ou want to pursue your charge further, you have the ri	ight to sue the respondent(s) named in your charge in U.S. rom your receipt of this Notice; otherwise your right to sue is	
[	]	Equal Pay Act (EP	A): EPA suits must be brought within 2 years (3 years	s for willful violations) of the alleged EPA underpayment.	
	(	June	14,2005 Jou	On behalf of the Commission	
		•	///////////////////////////////////////	John P. Rowe, District Director	
Enclos	ures		//		
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nec'd 6-20-05